



ACTO: BURSTING THE BUBBLE OF BIAS

Victoria. BC



WHAT I BRING TO THIS WORK....

Professional Bio: I am a consultant, trainer, teacher and speaker building resilient, equitable, and inclusive organizations. I hold a vision for people's lives, workplaces and communities until they can hold it for themselves. I have over 30 years of experience creating, leading and managing international, multicultural teams through major organizational changes in over 40 countries. I have crafted and administered partnerships that have secured over \$10.5 million in funding from a variety of private and corporate resources. As the Senior Director of Mobilization for Habitat for Humanity I was responsible for planning the strategy and training for hundreds of membership organizations, totaling more than 50,000 members. I was responsible for the overall strategy and DEI plans for 1,600 US affiliates and one million volunteers globally. From this experience I know that if you want to create real and lasting change in the world you can't expect to get something better if you're doing the things you've always done.

Cultural bio: I am a 53 year old Black woman born and raised in Chicago, IL with deep historic and familial roots in the South. I describe myself as Black because it holds cultural, social and political significance for me. I was a single mother that raised two children on her own. I came from a two parent-household. Neither of my parents attended college and both were laborers with high school education. I was the first person in my immediate family to graduate from college. I am also the first person in my immediate family to own my business. We were solidly lower middle class and job security was everything. We lived paycheck to paycheck. My mother occasionally had to borrow from relatives to fill in the economic gaps. I live and work at the intersections of race, class and gender.



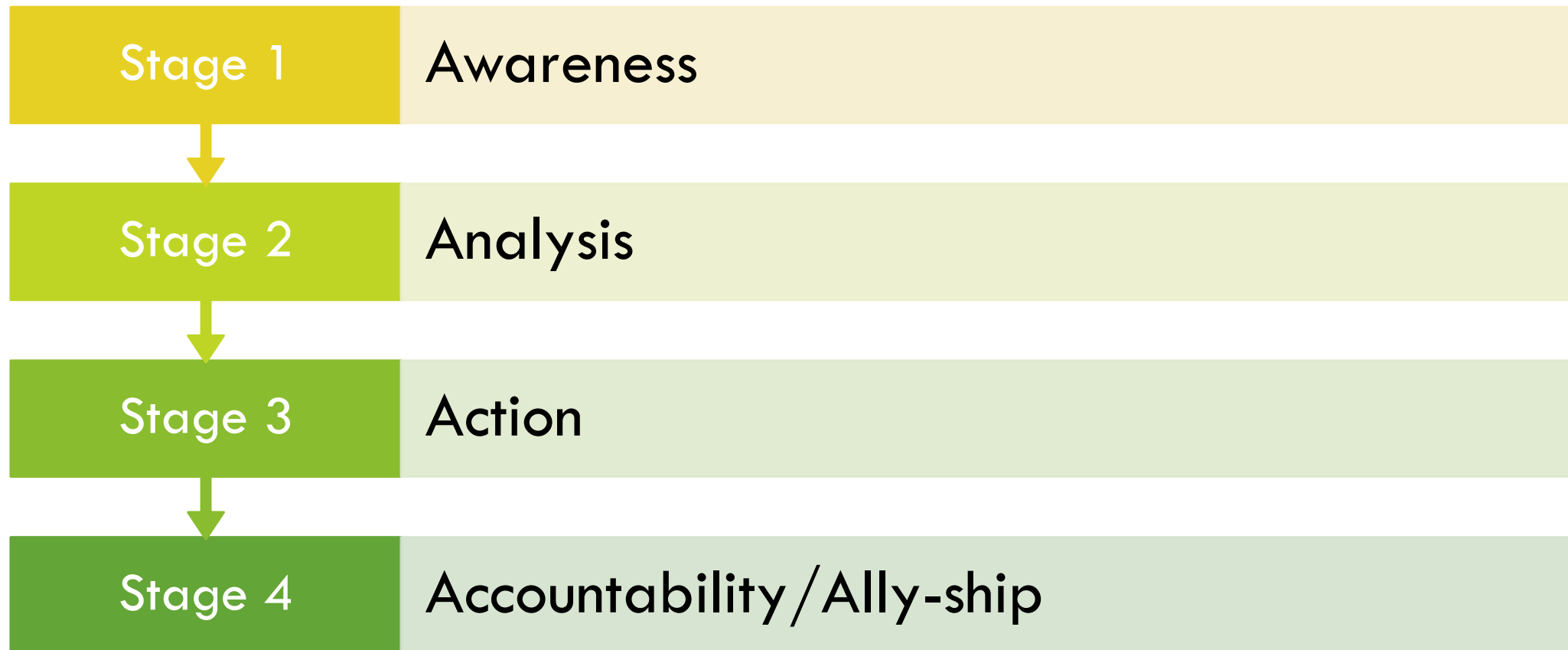
WHAT I BRING TO THIS WORK....

Professional Bio: I understand coaching to be both an expression and means of individual and collective evolution. I am an instructor and mentor coach for the University of Miami (Coral Gables) Professional Coaching Certificate Program, 7 Paths Forward, ClientWise, and Coach Masters Academy. I was a founding member of ICF Washington State and am the recipient of the 2015 ACES Award (Advancement of Coaching Excellence and Service).

Cultural bio: I am a 65 year old white woman. I'm the oldest of eight children, a no longer observant cradle Catholic, raised by a stay at home mom and a father who served in the US Air Force until he retired with a disability. We moved seven times before I was 12. Growing up I multiplied the cost of anything I wanted by 10 before deciding if it was reasonable to ask for it. (I usually decided it wasn't.) I was the token rebel in my small Catholic High School in Boise, Idaho, and continue to explore the tension among in-groups, out-groups, and individuality in my work and life.

LIBERATORY CONSCIOUSNESS MODEL

DR. BARBARA LOVE



Shared Language

Diversity refers to the presence of individuals from various backgrounds and/or with various identities. It has become an empty term in many organizations, often denoting little more than the checking of boxes and meeting of quotas.

Inclusion speaks to the quality of experience, where multiple perspectives are sought out and treated equally. Inclusion enables people to lead and succeed in different, self-determined, and authentic ways. It involves creating environments where any individual or group is welcomed, respected, supported, and fully valued.

Equity asks us to disrupt the status quo and reexamine/shift power dynamics to bring the perspectives and contributions of all people to the table and incorporate their needs, assets and perspectives into the design and implementation of processes, policies, activities, and decision-making.

Race equity: the active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes so that power and resources are redistributed and shared equitably.

Shared Language

Anti-Blackness

The personal, cultural, social, legal, and structural attacks on people called black. A two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues.

Anti-Semitism

For centuries, Jews were persecuted as a religious minority. In the modern era, anti-Semitism has emerged as a political ideology that claims Jews control the world and are to be blamed for phenomena such as capitalism and communism. Anti-Semitism, including the belief that Jews are racially inferior, was the driving force behind the Holocaust. Anti-Semitic narratives, such as blood libel, continue to be heard today. Complex contemporary challenges like the financial crisis or the conflict between Israel and the Palestinians are reduced to placing blame on Jews, drawing on such anti-Semitic stereotypes and conspiracy theories.

Shared Language: White Supremacy

White supremacy is: A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples for the purpose of maintaining and defending a system of wealth, power and privilege.

Socialization into whiteness is all encompassing, it makes it hard for white people to see racism as a system, as a form of comprehensive oppression.

The goal of understanding and challenging whiteness isn't to hate individual white people, it is to understand whiteness, learn about whiteness, leverage whiteness, and to use it to dismantle white supremacy.

Awareness |

Shared Language: White Supremacy

White supremacy sets whiteness as the default for societal norms.

This means in white-led and white dominant organizations, whiteness is the standard for office behavior, workplace values and the criteria used to discern merit.

People of color (as well as other underrepresented/non-dominant groups) entering these spaces inherently exist in tension with the culture.



A group of four people are seated around a dark wooden table in a rustic, industrial-style setting. On the left, a man with glasses and a beard is talking on a mobile phone. In the center, a woman with long dark hair is looking down at a document. To her right, another woman with glasses is looking at a laptop. In the foreground, the back of a man's head is visible as he sits at the table. The table is cluttered with papers, a green lunchbox, and a laptop. The background features a brick wall with large white papers pinned to it and some hanging plants.

Awareness → Analysis

Who was Coach Training built by?

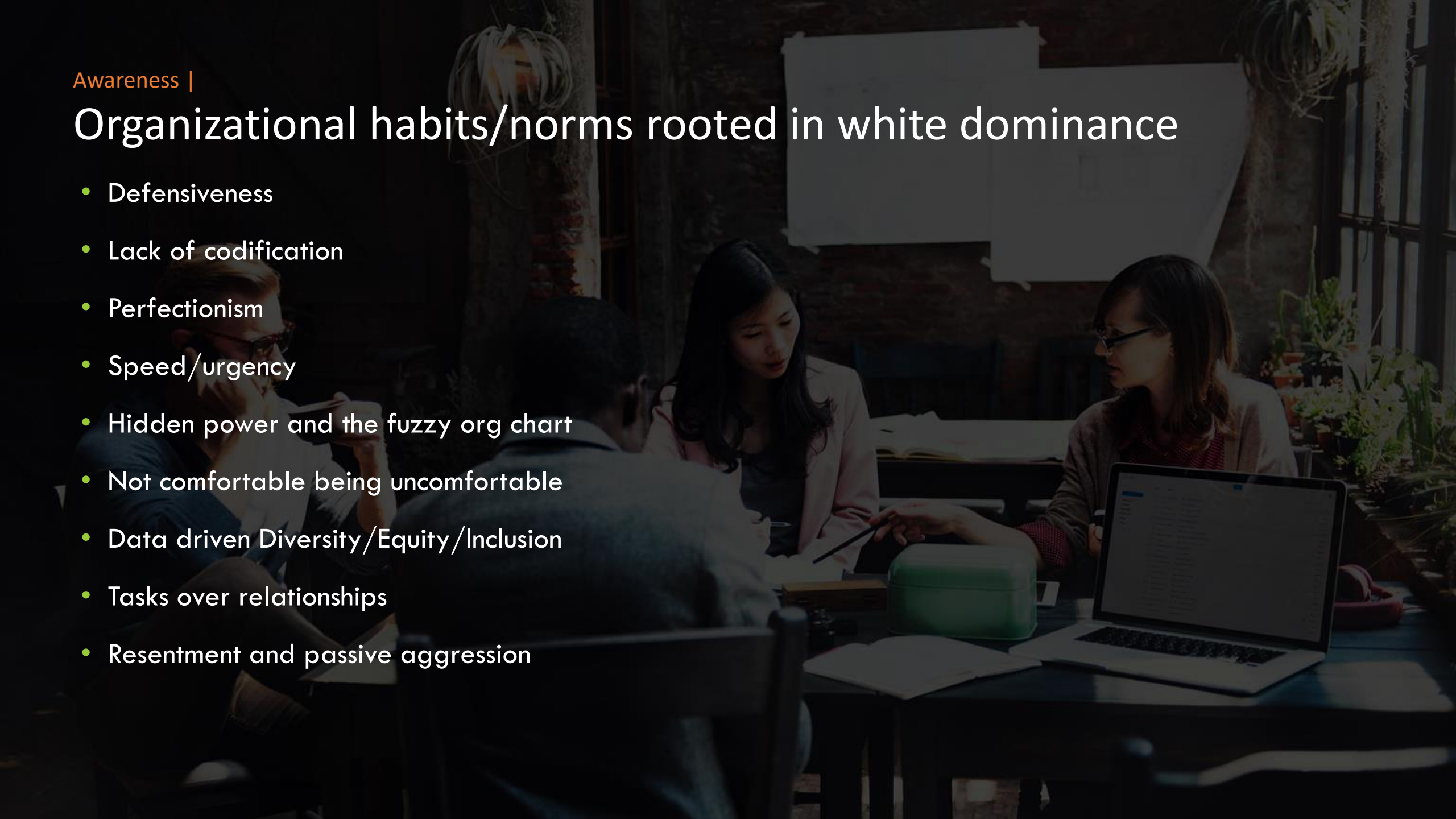
Who was it built for?

Dominant Group Perspective	Non-Dominant Group Perspective
Unaware of their “groupness”	Constantly aware of “groupness”
Makes and enforces rules –has resources to do so*	Experiences rendered invisible –not included in social and political discourse*
“Look how much progress has been made”	“There’s a long way to go”
Knows little about non dominant group	Is fully versed in the culture, beliefs, laws, practices of dominant group
Diversity	Equity
Sees individual acts of harm	Sees systems and patterns of harm
Unaware or refuses to acknowledge privilege	Aware of identities that afford them privilege
Internalized dominance	Internalized oppression
Focused on one-offs and “exceptions”	Focused on systems of oppression
One lane	Intersections
Focused on their intent	Focused on impact
Creates/thrives in systems based on their beliefs and can impede the success of others – laws, hiring practices, pay scales, etc*	Navigates/survives in systems made by others. Penalized by speaking out. Experiences emotional and physical harm*

Awareness |

Organizational habits/norms rooted in white dominance

- Defensiveness
- Lack of codification
- Perfectionism
- Speed/urgency
- Hidden power and the fuzzy org chart
- Not comfortable being uncomfortable
- Data driven Diversity/Equity/Inclusion
- Tasks over relationships
- Resentment and passive aggression



Awareness → Analysis |

Which aspects of white supremacy culture do we see most often in the coach training sector?

- Defensiveness
- Lack of codification
- Perfectionism
- Speed/urgency
- Hidden power and the fuzzy org chart
- Not comfortable being uncomfortable
- Data driven Diversity/Equity/Inclusion
- Tasks over relationships
- Resentment and passive aggression

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Awareness → Analysis

What happens to the coaching sector if
WE don't change?

Analysis → Action |

Visioning

Who is working on your team– what do they look like, demographically? How are individuals being supported by teammates and by leadership?

How are people working together internally? What is the feeling/tone of that work? What are the specific structures and practices that are making a new level of collaboration and trust so successful?

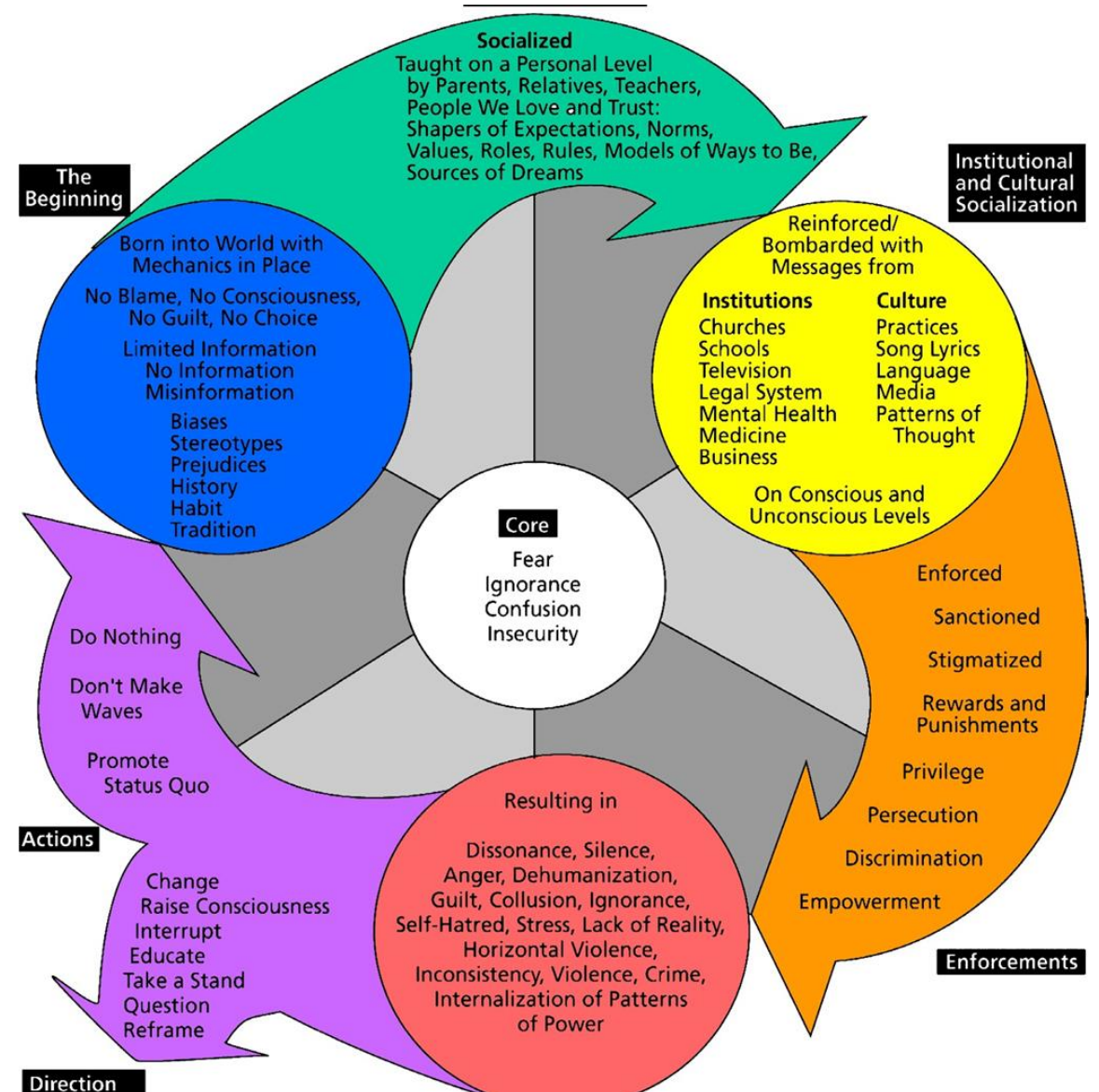
How has your focus on justice changed the way your work impacts lives and communities? How have you impacted the sector?

In five years what are you most proud of regarding your equity efforts?

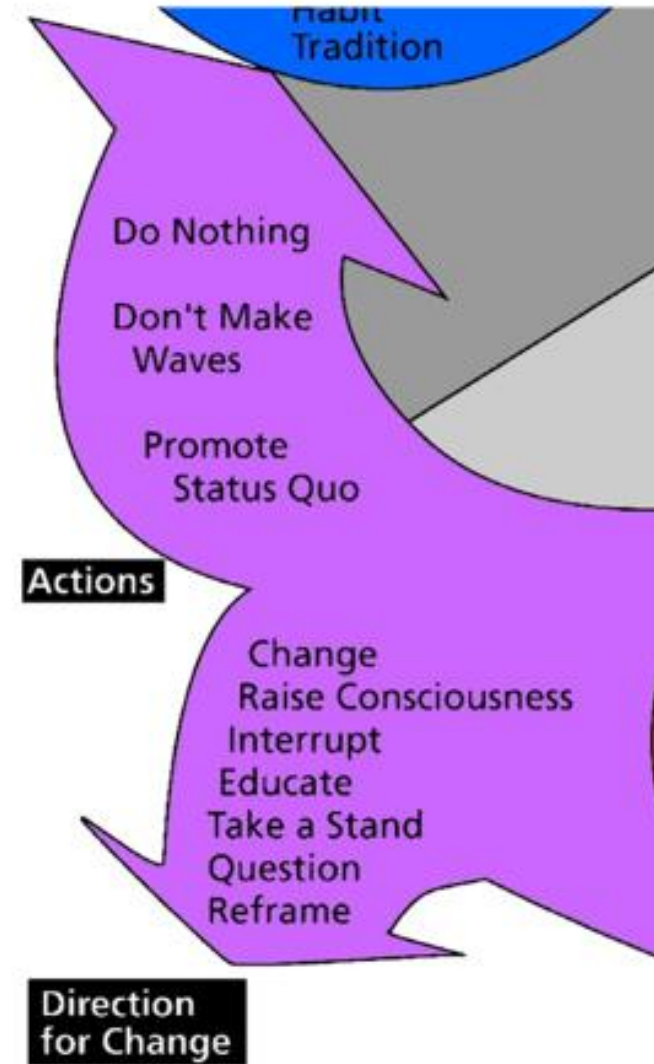
CYCLE OF SOCIALIZATION BY BOBBIE HARRO

Socialization is the process of internalizing the norms and ideologies of society.

The Cycle of Socialization helps us understand the way in which we are socialized to play certain roles, how we are affected by issues of oppression, and how we help maintain an oppressive system based upon power.



DIRECTION FOR CHANGE OR REPEAT THE CYCLE



A group of people are seated in a circle in a meeting room, facing a man who is standing and writing on a whiteboard. The room has large windows in the background. The text is overlaid on the image.

Action |

Commitments

What am I willing to give up to create a more equitable organization?

How can I leverage my places of privilege to create more equity within my organization?

Accountability/Ally-ship

- Intent versus impact.
- What do we need to do differently in order to be accountable for the impact of our choices and actions as coach trainers?
- By what standards and from what perspectives will we assess the impact of our choices and actions?
- To whom will we be accountable?